

MARETTA COMFORT TOEDT
(pronounced "Tate")
Attorney - Arbitrator - Mediator
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EDUCATION

LL.M. (Labor Law)	Temple University School of Law, 1982
J.D. Law	Temple University School of Law, 1977
BA cum laude	Syracuse University, 1973 (Psychology with Honors)

EXPERIENCE

Labor Arbitrator 1994 to Present

Member of National Academy of Arbitrators and am listed on the Labor Panel for the American Arbitration Association (AAA), Federal Mediation and Conciliation Service (FMCS), Texas Workers' Compensation Board, National Mediation Board (NMB) and others.

Currently serving on the following permanent panels:

- USPS/APWU Southwest Regular and Expedited Arbitration Panels
- Houston Police Department/Houston Police Officers' Union Panel of Independent Hearing Examiners
- Dallas Area Rapid Transit Authority (DART) and ATU, Local 1338
- AFGE Local 916/Tinker AFB Regular Panel of Arbitrators
- Georgia-Pacific/USW Locals 335 and 1334 Discharge/Termination Panel

Employment Mediator 1992 to Present

Mediate employment disputes for private industry. Selected in 1993 to serve as outside mediator for EEOC's Pilot Mediation Project, which was highly successful. Served as contract mediator when funding was available in 1999, 2001 and 2002. Since 1999, serve on the AAA Employment Mediation Roster.

Commercial Arbitrator 1993 to Present

Serve on the AAA Commercial Employment Panel of Arbitrators. Arbitrate non-labor employment, contract and/or commercial disputes for private and governmental entities.

Prior Related Work Experience

1989-1994: Attorney, Labor & Employment Law Section of Vinson & Elkins, L.L.P.
1985-1988: Various human resources and labor relations positions for Tenneco Inc. and Tenneco Oil Processing & Marketing Company.
1977-1985: Various human resources and labor relations positions for Gulf Oil Corporation and Gulf Oil Refining and Marketing Company.

Prior labor & HR experience includes advocacy before NLRB, EEOC, OFCCP and other agencies; chief negotiator in collective bargaining with various unions, including Teamsters and OCAW; HR Supervisor for oil refinery; advised clients on compliance with state and federal labor and employment laws, such as Title VII, ADA, ADEA, FMLA, OSHA and others.

Interned for labor and employment arbitrator Diane Dunham Massey.

INDUSTRIES

Aerospace; airlines; agriculture; automotive; building products; chemicals; communications; construction; education; electrical equipment/appliance; feed & fertilizer; food; health care; hospitals/nursing home; lumber; machinery; metal fabrication office workers/clerical; military; packaging; petroleum/petrochemicals; plumbing; police & fire; prison guard; public sector; pulp & paper; real estate; tobacco; transportation; trucking & storage; utilities.

ISSUES

Affirmative action; absenteeism; arbitrability; bargaining unit work; conduct (off-duty/personal); demotion; discipline (non-discharge); discipline (discharge); age; disability; race; sex; religion; national origin; drug/alcohol offenses; holidays; insurance; leave; vacation; health/hospitalization; hiring practices; job performance; job posting/bidding; management rights; past practices; pension & welfare plans; pension claim (Fed. statute); promotion; retaliation; safety/health conditions; seniority; sexual harassment; subcontracting/ contracting out; holiday pay; job classification & rates; overtime pay; severance pay; vacation pay; work hours/schedules/assignments; working conditions/work orders; violence or threats.

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators (NAA)	American Bar Association
American Arbitration Association (AAA)	Pennsylvania Bar Association
Labor & Employment Relations Association (LERA)	State Bar of Texas
Association for Conflict Resolution (ACR)	Houston Bar Association
Federal Mediation & Conciliation Service (FMCS)	Texas Association of Attorney-Mediators

SIGNIFICANT SPEAKING AND TRAINING ENGAGEMENTS

Moderator for Arbitration Skills Workshop for Texas Labor-Management Annual Conference (July 2008); Panelist for Labor Arbitration Workshop sponsored by the Center for American and International Law (CAIL) (April 2008); Trainer in Arbitration Advocacy Skills for Southwest Region, National Academy of Arbitrators (NAA) 31st Annual Labor-Management Conference (March 2008).